DEFENSE INTELLIGENCE AGENCY

COMMITTED TO EXCELLENCE IN DEFENSE OF THE NATION

Agency Operations & Training Assessment System

Optimizing the Linkages Between the Requirements and Assessments Phases of the JTS

WWJTC 02
Paul Gregory
JTSS, DIA

Topics

◆ Roles and Mission

◆ Organization

◆ The Agency Applies the JTS

◆ AMETL Development Process

◆ Assessment Questions

◆ Conclusion

U.S. Intelligence Community

Central Intelligence Agency

Defense Intelligence Agency

Army Intelligence

Department of State

Department of Energy

Department of Treasury

Department of Justice

Director of Central Intelligence

Mr. George Tenet

Navy Intelligence

Air Force Intelligence

Marine Corps Intelligence

Coast Guard Intelligence

National Security Agency

National Imagery & Mapping Agency

National Reconnaissance Office

U.S. Defense Intelligence Community

Defense Intelligence Agency

National Security Agency

National Imagery and Mapping Agency

National Reconnaissance Office

Army

Navy

Air Force

Marine Corps

Coast Guard

RADM L.E. Jacoby, USN

Joint Intelligence Centers

Director of Military Intelligence Roles
Senior Advisor -- Intelligence Operations -- Budget

Gen Myers
Chairman, Joint
Chiefs of Staff

Hon. John P. Stenbit
Asst. Sec'y of
Defense (C3I)

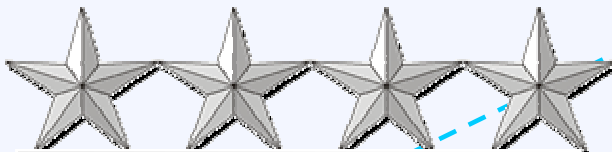Hon. Donald Rumsfeld
Secretary
of Defense

Hon. George Tenet
Director, Central
Intelligence

6 Congressional
Committees

The White House

RADM Jacoby
Acting Director, Defense
Intelligence Agency

Combatant Commanders

Services

Military Intelligence Board

Senior Advisor -- Intelligence Operations -- Budget

Combatant Command J2s

DIA
Navy
Air Force

Army
Marines
Coast Guard

CIA
NIMA
NRO
DISA
NSA

- ◆ Leads Intel Support to Military Operations
- ◆ Provides Recommendations to Senior Leadership
- ◆ Topics Include:
  - • Intel Support to Crises/Contingencies
  - • Future Intel Policies/Architectures/Systems
  - • National Intelligence Estimates

Military Intelligence Board

Senior Advisor -- Intelligence Operations -- Budget

Combatant Command J2s

DIA   Army
Navy   Marines
Air Force   Coast Guard

CIA
NIMA
NRO
DISA
NSA

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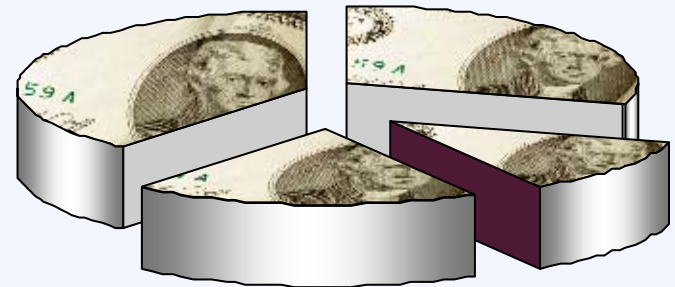• National Intelligence Estimates

◆ **Funds Most Defense All-Source Intelligence Processes and Functions**
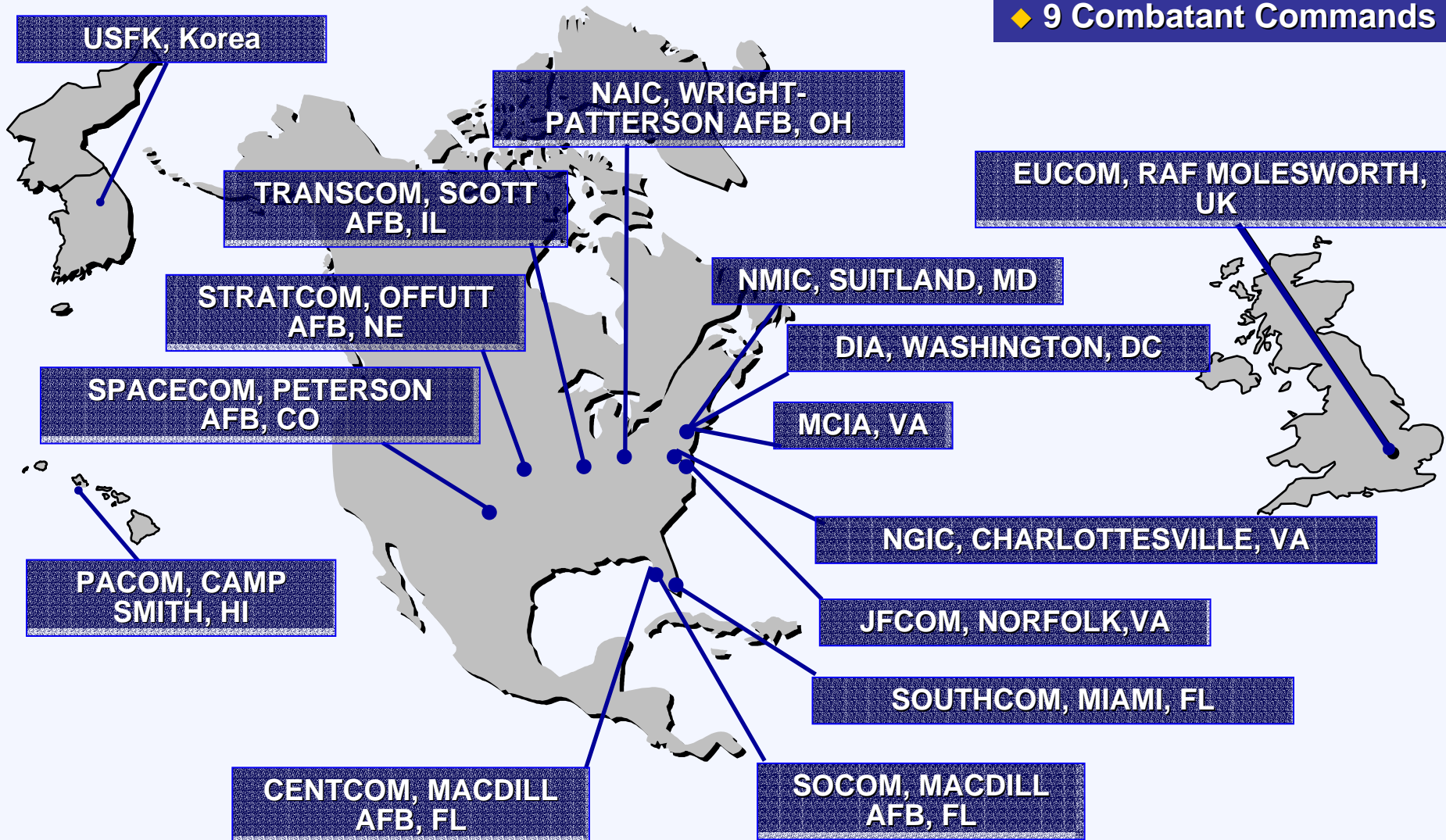
◆ **Five Functional Areas**

- **Operations**
- **Measurement & Signature Intelligence**
- **Production**
- **Infrastructure**
  - Security, Training, Logistics, Facilities
- **Information Technology**
  - Intelligence Systems & Communications
  - Information Assurance

Defense Intelligence Production Centers

- ◆ **4 Service Centers**
- ◆ **9 Combatant Commands**

USFK, Korea

NAIC, WRIGHT-PATTERSON AFB, OH

EUCOM, RAF MOLESWORTH, UK

TRANSCOM, SCOTT AFB, IL

STRATCOM, OFFUTT AFB, NE

NMIC, SUITLAND, MD

DIA, WASHINGTON, DC

SPACECOM, PETERSON AFB, CO

MCIA, VA

NGIC, CHARLOTTESVILLE, VA

PACOM, CAMP SMITH, HI

JFCOM, NORFOLK, VA

SOUTHCOM, MIAMI, FL

CENTCOM, MACDILL AFB, FL

SOCOM, MACDILL AFB, FL

DIA's Missions

◆ **Combat Support Agency**

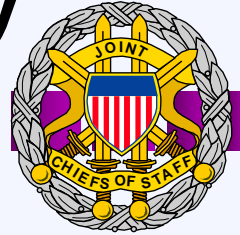- Collect, Analyze, Produce & Disseminate **Fused, All- Source Military Intelligence**

◆ **DIA Supports:**

- **Military Operations**
  - Ongoing Operations
  - Plans & Contingencies
- **National Policy Making**
  - Defense Intelligence Perspective
- **Weapons Acquisition**
  - Weapons Exploitation
  - Threat Assessments

Defense Intelligence Agency

COMMAND ELEMENT
DIRECTOR
DEPUTY DIRECTOR
CHIEF OF STAFF

DIRECTORATE FOR **INTELLIGENCE OPERATIONS (DO)**

CENTRAL MASINT ORGANIZATION (CM)

DIRECTORATE FOR **INTELLIGENCE, JOINT STAFF (J2)**

DIRECTORATE FOR **ANALYSIS & PRODUCTION (DI)**

DIRECTORATE FOR **INFORMATION SYSTEMS AND SERVICES (DS)**

DIRECTORATE FOR **POLICY SUPPORT (DP)**

DIRECTORATE FOR **ADMINISTRATION (DA)**

JOINT MILITARY INTELLIGENCE COLLEGE (MC)

◆ **Challenges with JTS**

- Agency training focus is individual joint / general military intelligence training

- Limited collective training performed

- Intelligence production is a shared defense intelligence community responsibility

The Agency Applies the JTS

◆ **Key Points**

- Agency performs (practices) missions/tasks 24X7

- Agency must evaluate both operations and training

- JTS renamed to Agency Operations and Training Assessment System

AMETL Development Process

- ◆ **Purpose:** Evaluate Agency Intelligence Support Processes

- ◆ **Strategy:**
  - Bottom – up Process / Float
  - If necessary modify / create UJTL tasks
  - Develop valid standards of performance
    - JMITC (Accreditation)
  - Relate critical skills required to standard/measure (Create Training Objectives later)

AMETL Development Process

◆ **Focus:** Operational and Training Tasks

- Operations:
  - OPLAN XXXX
  - General intelligence support
  - Exercise Support
- Training and Education:
  - Joint General Intelligence Training Management (GITS)
  - Intelligence Education & Training
    - Joint Military Intelligence College
    - Joint Military Intelligence Training Center

AMETL Development Result

◆ AMETLs complete July 02

◆ 30% new tasks

◆ UJTL Classification: SECRET/NOFORN (sensitive)

- Unclassified Version

◆ JTIMS Input Deferred

- Use Word Document Format

Sample 1

SN		ORG	Class
SN 2.1	Plan and Direct Strategic Intelligence Activities	CMOC	U
SN 2.1	Plan and Direct Strategic Intelligence Activities	J2M	U
SN 2.1	Plan and Direct Strategic Intelligence Activities	J2M	U
SN 2.1.1	Develop/Coordinate on National Strategic Intelligence Policy	J2P	U
SN 2.1.1	Develop/Coordinate on National Strategic Intelligence Policy	OM-6	U
SN 2.1.2	Determine and Prioritize National Strategic Intelligence Requirements	CMOC	U
SN 2.1.2	Determine and Prioritize National Strategic Intelligence Requirements	J2P	U
SN 2.1.2	Determine and Prioritize National Strategic Intelligence Requirements	OM-6	U
SN 2.1.3	Prepare National Strategic Collection Plan	CMOC	U
SN 2.1.4	Allocate National Intelligence Resources Worldwide	CMOC	U
SN 2.1.4	Allocate national intelligence resources worldwide	J2O-3	U

Sample 2

SN 6.3.2	Conduct Specified Training	DAJ-1	U
SN 7.1.1	Develop/Coordinate On Top-down Strategic Planning Guidance	J2P	U
SN 7.1.2	Develop/Coordinate Joint and Service War-fighting and other concepts, Doctrine, TTP	J2P	U
SN 7.1.3	Determine Needs & Solutions, Manage JMRR deficiencies	J2P	U
SN 7.1.4	Document requirements and solutions	J2P	U
SN 7.2.2	Integrate Intelligence Capabilities & prioritize R&D and acquisition programs	J2P	U
SN 7.4	Educate and Train the Force	J2O-1	U
SN 7.4.2	Establish Education and Training Programs and Allocate Resources	DAJ-1	U
SN 7.4.2	Establish Education and Training Programs and Allocate Resources	DAJ-2	U
SN 7.4.2	Establish Education and Training Programs and Allocate Resources	DAJ-G	U
SN 7.4.2.1	Maintain General Intelligence Training Council (GITC)	DAJ-G	U
SN 7.4.2.2	Provide Accurate Data for Resource Decision/Prepare Training Guidance for GDIP	DAJ-G	U
SN 7.4.2.3	Provide Oversight of Joint General Intelligence Training for DoD	DAJ-G	U
SN 7.4.3	Conduct Professional Education Programs	JMIC	U
SN 7.4.3	Conduct Professional Education Programs	DAJ-2	U
SN 7.4.4	SN 7.4.4 Assess Training and Education Effectiveness	DAJ-1	U
SN 7.4.4	SN 7.4.4 Assess Training and Education Effectiveness	DAJ-2	U
SN 7.4.4	SN 7.4.4 Assess Training and Education Effectiveness	DAJ-3	U
SN 7.4.4	SN 7.4.4 Assess Training and Education Effectiveness	DAJ-G	U
SN 7.4.4.1	Convenes forums of training evaluators to Assess GITS Training Effectiveness	DAJ-G	U

UNCLASSIFIED

J2M Sample

◆ ***Task:*** **SN 2.4.1.1 Identify Global and Regional Issues and Threats J2M**

◆ ***Definition:*** To assess threats to the United States, US military forces, and the countries and forces of our multinational partners. This task includes assessing potential issues and situations that could impact US national security interests and objectives. (JP 2-0, 2-01, 2-02, 3-01.1, 3-08v1, 3-08v2) (JP 2-01, 3-01.1, 3-08v2)

◆ ***Organization Mission:*** Maintain 24/7 Alert Center Operations

J2M Sample

- ◆ ***Doctrine:***
  - JP 2-02, National Intelligence Support to Joint Operations, 28 September 1998
  - JP 2-03, Joint Tactics, Techniques, and Procedures for Geospatial Information and Services Support to Joint Operations, 31 March 1999
  - JP 2-0, Doctrine for Intelligence Support to Joint Operations, 9 March 2000
  - JP 2-01, Joint Intelligence Support to Military Operations, 20 November 1996
  - JP 2-01, Joint Intelligence Support to Military Operations-Classified Appendix C, 20 November 1996

J2M Sample

◆ **Conditions:**

- With Secretary of Defense's directions to provide intelligence support to senior US decision makers from peace to crisis to war in all military environment with US, allied, and coalition forces in a full range of interoperability and multinational integration against an enemy force in one or more geographic combatant commanders' AOR. Intelligence support is conducted in the Pentagon and coordinated with mature to immature theater intelligence organizations in all weather systems. DIA augmentation is available for Alert Center teams.
- C 1.3.1.3 Weather: ALL
- C 2.3.1 Command Arrangements: MULTINATIONAL
- C.2.3.1.6 Communications Connectivity: CONTINUOUS
- C 2.4.2 Intelligence Data Base: ABUNDANT
- C 2.4.3 Theater Intelligence Organization: MATURE TO IMMATURE
- C 2.9.2 Threat Form: CONVENTIONAL, UNCONVENTIONAL, CBRNE, ECONOMIC, INFORMATION WARFARE
- C 2.10.1 State of Conflict: FULLY DEVELOPED
- C 2.10.2 Breadth of Conflict: GLOBAL
- C 2 10.3 Type of Conflict: CONVENTIONAL, UNCONVENTIONAL, CBRNE

J2M Sample

◆ ***Standards:***

- M2 Every hour, review intelligence traffic.

- M3 Within 2 hours of identifying potential threats to US military personnel, citizens, facilities or security interests/objectives, develop assessment then take appropriate action – determine intelligence data is not critical or notify J2 leadership and affected organizations.

EVALUATION

J2M Sample

◆ ***Critical Skills / Training Objectives :***

- Alert Center team members know Alert Center procedures.

- Alert Center team members are proficient in using DIA intelligence applications, word processing and presentation software.

- Alert Center Desk Officers know the political and military issues of their regional area.

- Alert Center Desk Officers know how to communicate with other watch centers.

- Alert Center Desk Officers know the collection management process.

EVALUATION

Agency Support

DIA Supports

Command Linked Task

Command

CMO
DA
DI
DM
DO
DS

J2

NMJIC

- NIST
- Intel Federation Support
- Quick Reaction Team
- Other Augmentation

Agency Mission Essential Task Lists (AMETLs)

SN 2

Federated Intelligence Production

SN 2

Mission / OPLAN

- J2 Command Staff
  - J2 / JMETLs
    - OPS
    - Exercise
    - RJITF

Components METLs

SN 2: Develop National Strategic ISR

DESCRIBE YOUR CSA ~~TRAINING~~ ASSESSMENT PROGRAM AND PROCEDURAL PROCESS.

◆ Not Training Assessment – Operations & Training Assessment

◆ Assessment Phase to Begin 1st/2d QTR FY 03

◆ Evaluation/Assessment Concept

- Key Components manage METL evaluation in Sub-elements

- Key Components/Sub-elements conduct assessment

- Sub-elements evaluate METLs

Question 6.3.1.1

◆ Current Evaluation/Assessment Methods (Concept)

- Academic
- Exercise (Support)
- Operations (Workplace)
- Surveys
- Quarterly Reviews / Quarterly Training Briefs
- Outside Review (CSART, Accreditation, Customer Reviews)
- Joint After Action Reviews

AT WHAT CSA LEVEL IS THE ~~TRAINING~~ ASSESSMENT REPORT BRIEFED?

◆ Currently: None

◆ Vision: Key Component Level

DOES YOUR CSA T~~RAINING~~ ASSESSMENT PROGRAM ENABLE THE AGENCY DIRECTOR TO EVALUATE THE CAPABILITY OF KCs TO ACCOMPLISH THEIR ASSIGNED MISSION(S) AS PRESCRIBED IN THE:

- **OP/CON/FUNCPLAN INTEL ANNEX**
- **CRISIS INTELLIGENCE FEDERATION PARTNERSHIP MOU**
- **DODIPP?**

◆ Yes. General Support (in concept)

◆ Need METLs tied to federated support/DoDIPP

◆ Current AMETL

- Bottom-up approach provides foundational METL fidelity

Question 6.3.1.4

DOES YOUR CSA CONDUCT OPERATIONAL ASSESSMENTS?

◆ Not Yet…but the Focus of AMETL Development
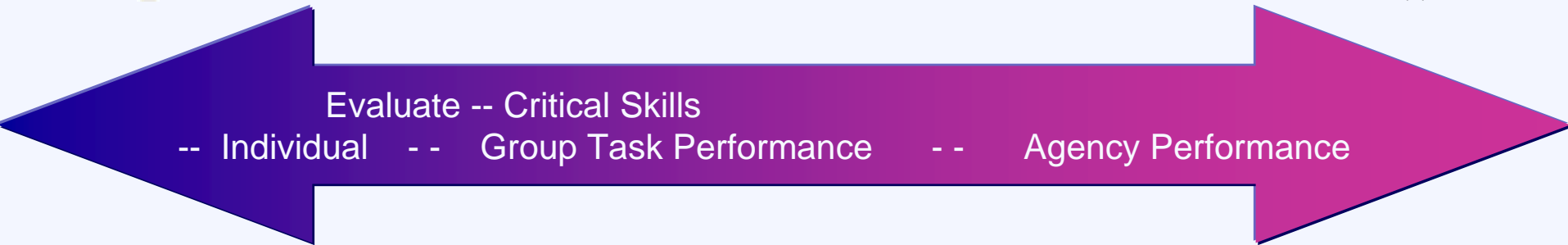
◆ Operational Assessments Begin: 1st/2d QTR FY 03

EXPLAIN HOW ~~TRAINING~~ ASSESSMENTS ARE TIED TO PHASE I, REQUIREMENTS OF THE JTS.

◆ Requirements

- Agency Mission (Dod Directive, OPLAN Annex, DoDIPP, Crisis Intelligence Federation Partnerships, etc.)
- Tasks associated with OPLAN 5027
- Tasks associated with agency generic support mission
- T, C & S tied to mission/operational performance (Broad Assessment)
  - Listing of Critical Tasks /Training Objectives (Focused)
- Assessment / Evaluation
  - Mission related tasks
  - Performance standards
  - Performance of critical skills

Concept: Agency Assessment

Evaluate -- Critical Skills

-- Individual -- Group Task Performance -- Agency Performance

Knowledge

Skills

Abilities

Preparedness

Operations & Training Assessment

DRRS / JQRR

WHAT SHORTFALLS/DEFICIENCIES CURRENTLY EXIST IN Y~~OUR CSA~~'S TRAINING OPERATIONS ASSESSMENT PROGRAM THAT ADVERSELY IMPACTS THE COMMANDER'S ABILITY TO ADEQUATELY ASSESS MISSION READINESS?

- Require Key Component-level METs
- Need a standard quality of metrics across the agency
- Metrics to support Federated Intelligence processes / DoDIIP
- Need to test validity of metrics
- Need to Incorporate DRRS METL requirements

Conclusion

- ◆ Agency poised to conduct agency-wide operations & training assessment
  - Linked to general support mission
  - Linked to OPLAN XXXX
  - DRRS Implementation will have favorable impact on METL development & assessment
- ◆ Crisis Intelligence Federated / DoDIIP Processes need assessment (Exercises)
  - Added focus on exercising / assessing intelligence functions
  - METL refinement

DIA Support Across the Spectrum

Collect, Analyze, Produce & Disseminate Fused, All- Source Military Intelligence

Peace

Crisis

War

JTS Contact Information

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